Aging, Disability, and Veterans Services Division
Disability Services Advisory Council (DSAC)
Wednesday, (Month) (Day), 2026, 10:00 am – 12:00 pm
Five Oak Building, 209 SW 4th Ave, Portland, OR 97204
Oak Room, 1st floor

Zoom link: https://multco-us.zoom.us/j/94294725561?pwd=8ZEEiVfu9sCg74q4yUeayQEF5HVKl2.1
Meeting ID: 942 9472 5561 – Passcode: Sac.2025

Time	Agenda Item	Lead

Attendees: Members	Jesse Guardipee, Gail Skenandore, Barb. Rainish, Tim Gage (V), Carol Snell (V)
ADVSD	Sarah Feldman, Cheri Becerra, Deric Anderson, Tatyana Gannotskiy, Charmaine Kinney
Guests	Ross Mortimer

10:00	Meeting open for sign on	All
(15 min)	Agenda review – *call for public comment* Opening – Zoom review and accessibility Land acknowledgment Introductions – Please share your name and pronouns *Prompt: What was your first ever paid job?*	Sarah

10:15 (35 min)	Introduction to Supported Employment and Social Enterprise - Sarah provided an overview of supported employment, which impacts the rights of employees. Relay Resources helps people who qualify with this service. CIE positions are permanent roles and do not include contracted positions. - Ross said that CIE covers a lot of different people and includes traumatic brain injuries, someone looking to change jobs, etc. These services help people know their rights and wages. Folks can be put in limited duration roles that can be made permanent, but not seasonal work. - Carol asked if higher education and trade school can be included. - Ross said some programs try to achieve this such as cooking or fork lift training and some employers might be looking for this, so yes. - Carol asked about frame working, as in construction, and other trade jobs.	Ross Mortimer

	- Ross said if there is a program that exists and provides for that, then yes. Such as a non-profit hiring for that. - Carol asked about accessibility and if there are people who train clients, especially for people who need added support. - Ross said this goes through VR and the support comes from the program, but there needs to be jobs that are found. There is a need for employer outreach to create more CIE jobs. - Barb. asked if there are jobs with apprenticeships. - Ross responded that there can be, again, there is a need to identify and/or develop more. - Barb. asked if they work with peer support roles. - Ross said they have people at various levels of needs, such as people who are unhoused or overcoming addiction. - Barb. asked how this is different from vocational rehabilitation, and said CIE sounds more like ODDS. - Ross said VR clients are in the CIE workforce. - Barb. asked if it is a sub group of VR. - Ross said people do not need to be in VR to be in CIE. - Charmaine said in regards to the trades, there is a paid program that walks people through the various trades and helps people through all the steps and processes. The program assists them into employment and through the apprenticeship. - Barb. asked if the definitions include behavioral health. - Ross said yes, although it needs to be documented. - Jesse said we need more people getting the word out about this work, especially for the native community. - Sarah said we need more employers to offer CIE positions. - Ross said yes, VR and ODDS are state level for this work. CIE is helping people with barriers find employment, and not a lot of people know about these programs. Also, not all workforce programs have barriers. - Gail said she does not see information about people coming from penitentiaries. - Ross said they still need documentation for a disability, and there are other programs for those folks, but CIE requires a disability. - Sarah shared demographic information regarding CIE. - Ross said that the need for these services is higher than	

	the available resources can serve so there is a waitlist and providers prioritize people with the highest barriers first. - Charmine asked if this is state information and if it is REALD. - Sarah said it is. The information that was shared was from the Oregon State Rehabilitation Council Annual Report Federal Fiscal Year 2025. - Ross said in regards to the wage slide, the program goes for higher wages than what's shown. - Carol asked about barriers. - Ross said that outreach is a big part of the success. They want people who are in Portland and need to support keeping people in Portland. Funding is a big reason for barriers. - Sarah asked what outreach VR and ODDS are doing. - Ross is not sure what outreach the state agencies do, but the government agencies will refer to VR and ODDS. There are for profit and non profits for these programs, but they may not be for people with disabilities.	
Next Steps and Action Items ● Send Barb. Ross's information for state outreach		

10:50 (10 min)	Share out: Disability Next Summit, the Future of Disability Inclusion at Work - Sarah shared about this event and that Relay Resources hosted it.	Sarah Feldman
Next Steps and Action Items ●		

11:00	**BREAK**

11:15 (15 min)	Share out: O4AD quarterly meeting - Sarah shared about the Area Agencies on Aging quarterly meeting, including topics on AI, accountability, ODHBI, and the CEO of USAging shared on federal level information and updates. During the advisory council breakout session, Dave Daley prestated on Oregon transportation funding.	Barb Rainish and Sarah Feldman

	- Barb. shared that Dave had a great breakdown for funding in Oregon, including public, private and non-profit funding aspects. He shared resources and shortfalls along with advocacy that can be done. Barb. also discussed the organization of the quarterly meetings. - Carol said she is concerned about non-medical transportation and vulnerable clients. Drivers are not following through on notes like hand-to-hand services. Quality is also a concern. - Barb. said yes, many of us have seen that as a gap. We need to keep expressing concern to both medical and non-medical companies. The ombudsman office would like to know. - Charmaine said we get a lot of complaints so we change vendors and the process starts over. We should have one vendor that we move through the quality improvement process. - Barb. said DSAC was involved with non-medical transportation story sharing with companies.	
Next Steps and Action Items ● Share the quarterly notes ● Ask Dave to share with ASAC		

11:30 (10 min)	HR1 Impacts & Response - Tatyana shared that HR1 impacts are happening, which affect SNAP and OHP plans. Work requirements have changed for SNAP benefits and there are restrictions for non-citizens. Starting in January 2027, Medicaid renewal will be every 6 months and there are exemptions. We are wanting people to not ignore notices. We are working with community partners because these requirements are 80 hours and people can work with community partners. - Barb. said people with SSI and SSDI have exemptions and don't need an exemption. - Tatyana said yes, 1 year redetermination for SSI/SSDI is still the same. We are sharing 'stronger together.' - Sarah shared the toolkits. - Tatyana said there is a lot of misinformation, so visit and use the state websites.	Tatyana Gannotskiy

Next Steps and Action Items ●

11:40 (5 min)	Area Plan update: State of Oregon Title III and Title VI Meet & Greet - Sarah shared about the Area Plan tribal coordination statewide meet and greet.	Sarah Feldman
Next Steps and Action Items ●		

11:45 (5 min)	Announcements - Updating the bylaws - Election for Chair and Vice-Chair - DSAC flyers - Statewide DSAC meeting - Proclamation for family caregivers	Sarah Feldman
Next Steps and Action Items ●		

11:50 (10 min)	Public comment – if time was requested during agenda review. Closing and check out - Barb. shared that the event Glow Up is for self care, and is being hosted by NAMI (National Alliance of Mental Illness) and the Center for Positive Aging.	
Next Steps and Action Items ●		

12:00 pm	**Adjourn!**

For questions about accessibility or to request an accommodation, please contact **feedback.advsd@multco.us** Or by calling by phone at: **(503) 988-1250**. Requests should be made at least 48 hours prior to the event.

Upcoming Meetings:

- DSAC: Wednesday, November 18, 2026
- ASAC: Tuesday, November 17, 2026

Common acronyms used in DSAC Meetings – While we strive to avoid acronyms and jargon here are some you may hear in ASAC meetings

- AAA - Area Agency on Aging
- ADRC - Aging, Disability Resource Connection
- ADVSD - Aging, Disability and Veterans Services Division, DCHS
- APD - Aging and People with Disabilities, Oregon Department of Human Services
- APS - Adult Protective Services
- ASAC - Aging Services Advisory Council
- BIPOC - Black, Indigenous, and other People of Color
- DCHS - Department of County Human Services (Multnomah)
- DSAC - Disability Services Advisory Council
- HST - Housing Stability Team
- LTSS - Long Term Services and Supports
- NEMT - Non-Emergency Medical Transportation
- O4AD - Oregon Association of Area Agencies on Aging and Disabilities
- OAA - Older Americans Act
- ODHS - Oregon Department of Human Services (also called DHS)
- OPI and OPI-M - Oregon Project Independence (- Medicaid)
- YFS - Youth and Family Services

Disability Services Advisory Council (DSAC)

October 21, 2026

Aging, Disability, and Veterans Services Division

Multnomah County
Department of County Human Services

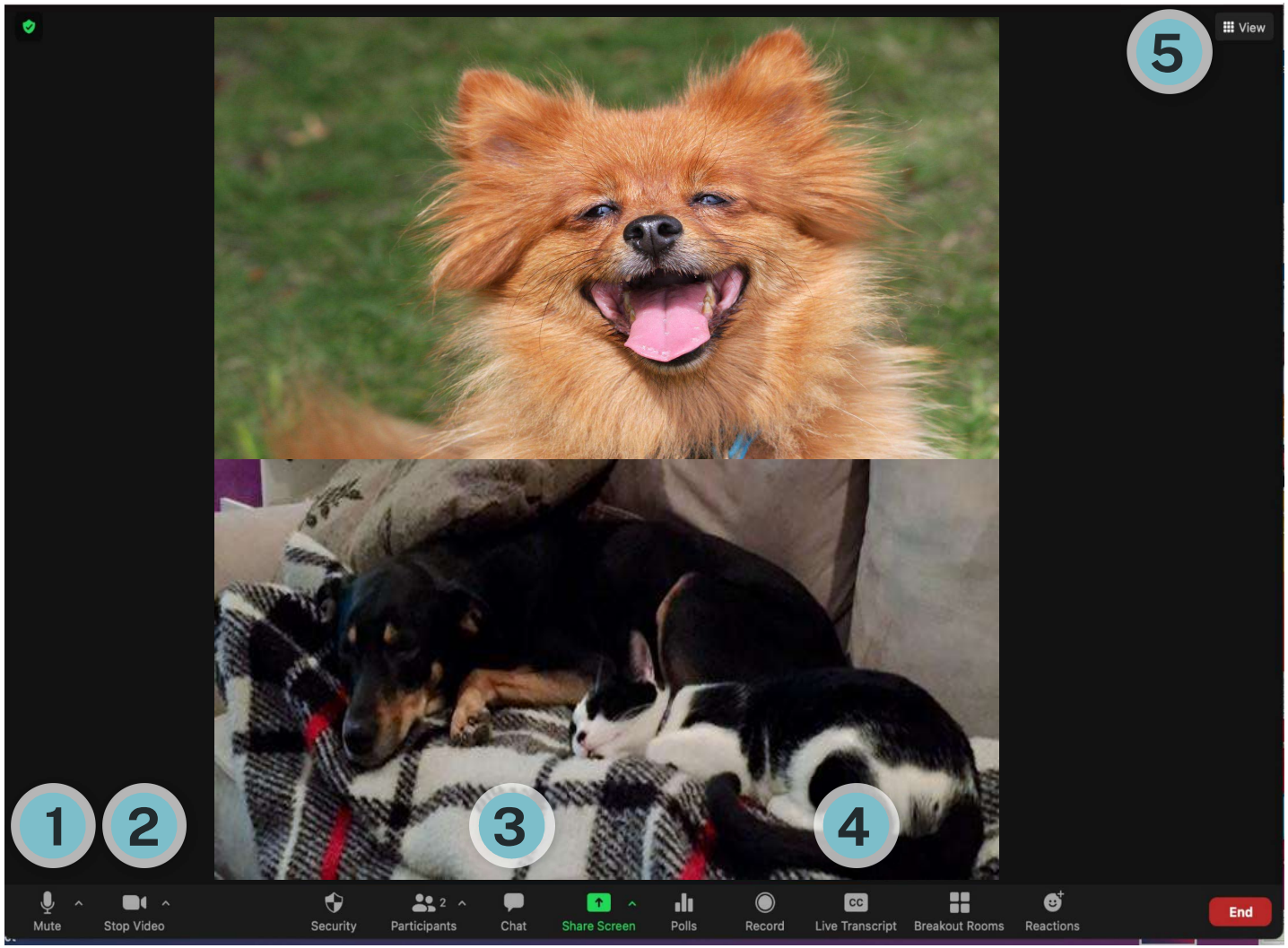
Please silence your cell phones

Meeting Goals

1. Welcome and agenda
2. Zoom, mic, accessibility statement
3. Land acknowledgement
4. Introductions
5. Introduction to Supportive Employment and Social Enterprise
6. Share out: Disability Next Summit, the Future of Disability Inclusion at Work
7. Break
8. Share out: O4AD quarterly meeting
9. HR1 Impacts & Response
10. Area Plan update: State of Oregon Title III and Title VI Meet & Greet
11. Announcements
12. Public Comment (if requested)

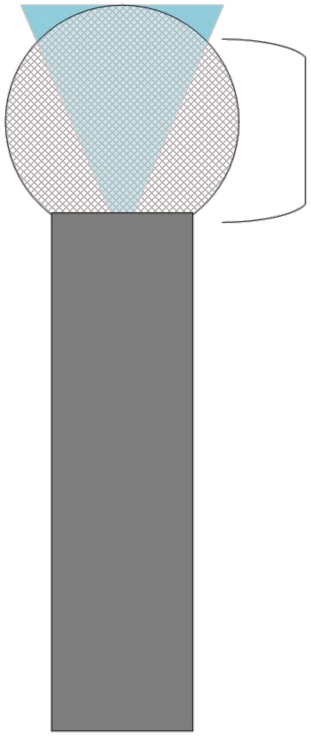
Main features of Zoom to be aware of:

1. Mute or Unmute
2. Stop or start your Video
3. Open and use Chat box
4. Use automatic captioning
5. Change your view



Using the microphone

Shaded area = best sound pick up from microphone



Poor sound pick up from sides

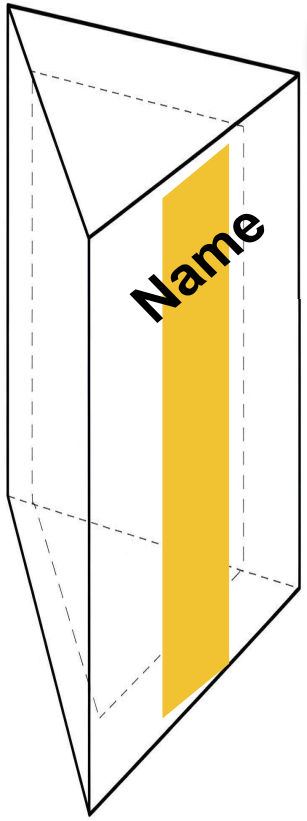
Mute indicator. There is a brief delay to activate the mic.

Short press
Toggle mute on/off

Long press “FF” = off

Hold the mic correctly (as shown below), and DO NOT cup the grille.
(Unless you're rapping, but this guide is for clean audio)

How to use your Name tent



I have a question or comment

Accessibility statement

We model accessible presentation techniques such as:

- Using a minimum of 20 point font on slides.
- Limiting reliance on words and images.
- Orally describe visual presentation elements.
- Taking time on slides.
- Ask ahead of time if anyone needs accommodations.

Accessibility statement (cont.)

- Use a virtual platform with auto-generated closed captioning.
- Include alternate text or image descriptions.
- Accommodations were requested and met.
- In use — voice amplification.

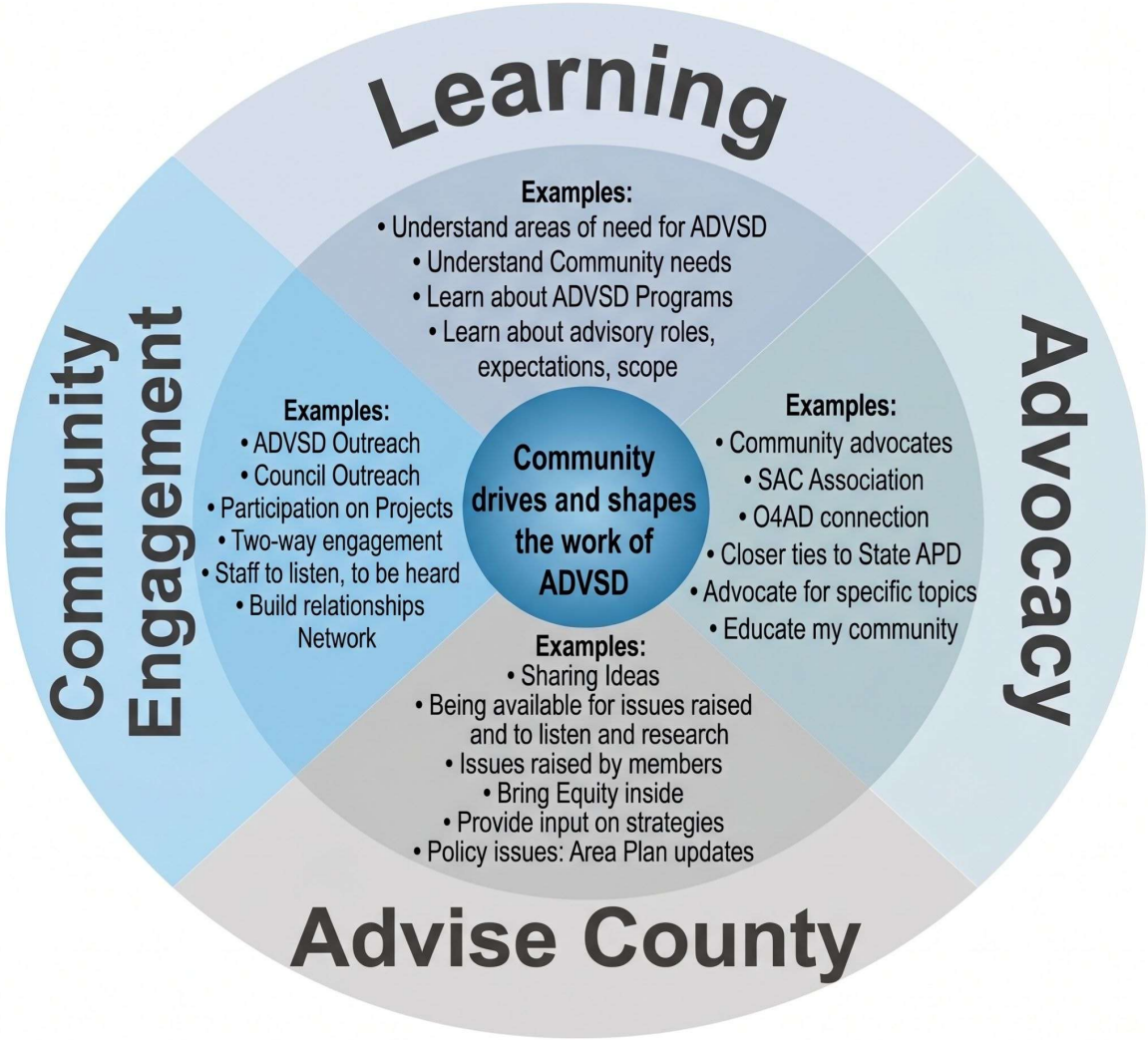
Land Acknowledgement

We are located in Portland, Oregon, Multnomah county.

Today, we honor the Indigenous people whose traditional and ancestral homelands we stand on — the Multnomah, Kathlamet, Clackamas, Tumwater, Watlala bands of the Chinook, the Tualatin Kalapuya and many other Indigenous nations of the Columbia River.

It is important we acknowledge the ancestors of this place and to recognize that we are here because of the sacrifices forced upon them.

In remembering these communities, we honor their legacy, their lives, and their descendants.


Learning
Examples:
• Understand areas of need for ADVSD
• Understand Community needs
• Learn about ADVSD Programs
• Learn about advisory roles, expectations, scope
Community Engagement
Examples:
• ADVSD Outreach
• Council Outreach
• Participation on Projects
• Two-way engagement
• Staff to listen, to be heard
• Build relationships Network
Community drives and shapes the work of ADVSD
Advocacy
Examples:
• Community advocates
• SAC Association
• O4AD connection
• Closer ties to State APD
• Advocate for specific topics
• Educate my community
Examples:
• Sharing Ideas
• Being available for issues raised and to listen and research
• Issues raised by members
• Bring Equity inside
• Provide input on strategies
• Policy issues: Area Plan updates
Advise County

Brief Introductions

Please share:

- Your name
- Pronouns
- *Prompt — What was your first ever paid job?*

Introduction to Supported Employment and Social Enterprise

Presented by:

Ross Mortimer

Purpose: Learn, advocate, engage your communities

Supported employment covers an umbrella of things, this is Oregon's Standard definition,

- In Oregon, **Vocational Rehabilitation (VR)** and the **Office of Developmental Disabilities Services (ODDS)** classify **supported employment** as paid, competitive integrated employment (CIE) provided to individuals with significant intellectual or developmental disabilities (I/DD) who require ongoing or time-limited assistance to find, learn, and keep a job in the general workforce. https://www.sdri-pdx.org/customers/supported-employment/

Definitions Competitive Integrated Employment (CIE): Consistent with the federal Workforce Innovation and Opportunity Act (WIOA), means work that is performed on a full-time or part-time basis (including self-employment) for which an individual:

a. Is compensated at a rate that:

1. Meets or exceeds state or local minimum wage requirements, whichever is higher;
2. Is not less than the customary rate paid by the employer for the same or similar work performed by other employees who are not individuals with disabilities, and who are similarly situated in similar occupations by the same employer and who have similar training, experience, and skills; or

3. For self-employed individuals:

a. Yields an income comparable to non-disabled peers in similar occupations with similar training and skills;

b. Is eligible for equivalent benefits;

c. Involves a work location with opportunities for interaction with non-disabled persons to the same extent as comparable positions; and

d. Offers similar opportunities for advancement as comparable positions for non-disabled individuals.

Integrated Employment Services for individuals with I/DD, funded by ODDS or VR, assist individuals in choosing, securing, learning, and retaining work in integrated settings. These self-directed, individualized services are based on person-centered planning and may include post-secondary education and training supporting employment goals outlined in an Individual Support Plan (ISP) or Individual Plan for Employment (IPE). In this report, "Employment Services" and "Supported Employment Services" are synonymous.

Each word in CIE all means something specific

C(ompetitive) - Jobs open to the public and not specifically tailored for disabled people
I(ntegrative) - Person is working amongst both disabled and non disabled people
E(mployment) - Wages are fair and not specifically tailored towards a disabled person

These positions are permanent and cannot be a contract or a temp role. Sometimes VR or ODDS will support temp or seasonal but must have potential to be a full time role.

For example, a contract role where someone is saying "Hey we have a need for someone on a project for four months, but will not be a full time position" would not be considered CIE.

Oregon State Rehabilitation Council Annual Report

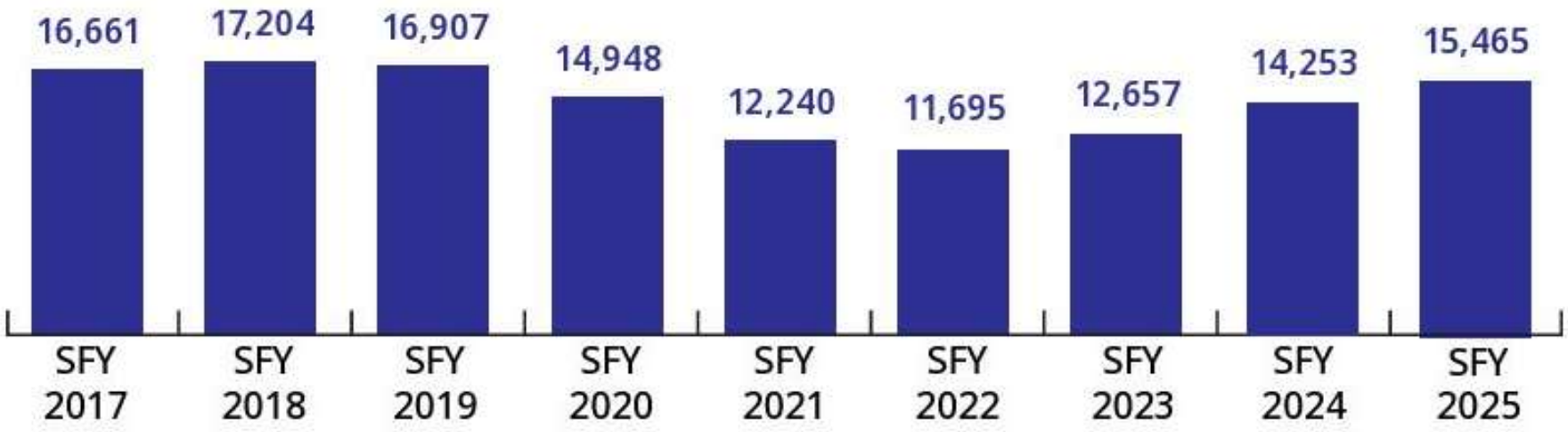
Federal Fiscal Year 2025 October 1, 2024 - September 30, 2025

VR's Client Outcomes, Measures and Demographic Graphs

The following graphs show an overview provided by Oregon Vocational Rehabilitation of clients served and outcomes for state fiscal year (SFY) 2024 compared with previous years.

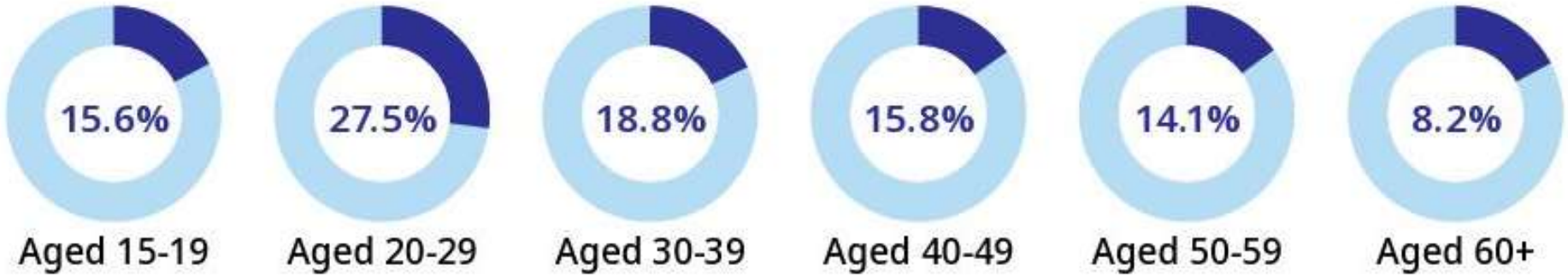
Total clients served

The graph below shows people served from 2017 through 2025. This includes people who are in any part of the VR process, from application to exit.



Percent of clients served by age group

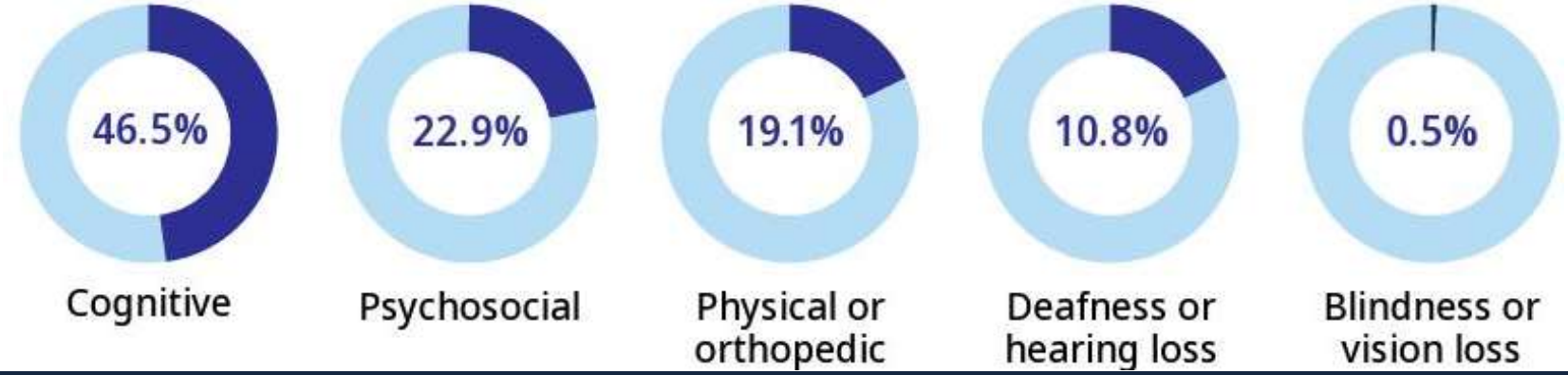
The graphic below shows VR serves people across their lifetime, from age 15 to 60 and older. One in four people served were ages 20–29, and one in six were younger than 19.



Percent of clients served by primary disability reported

The graphic below shows nearly half (46.5%) of people served had a cognitive disability, which includes intellectual and developmental disabilities. Just under a quarter (22.9%) had a psychosocial disability such as a schizophrenia, bipolar disorder, PTSD, depression or anxiety. Two in every five people served had a physical or orthopedic disability and about one in five had deafness or hearing loss.

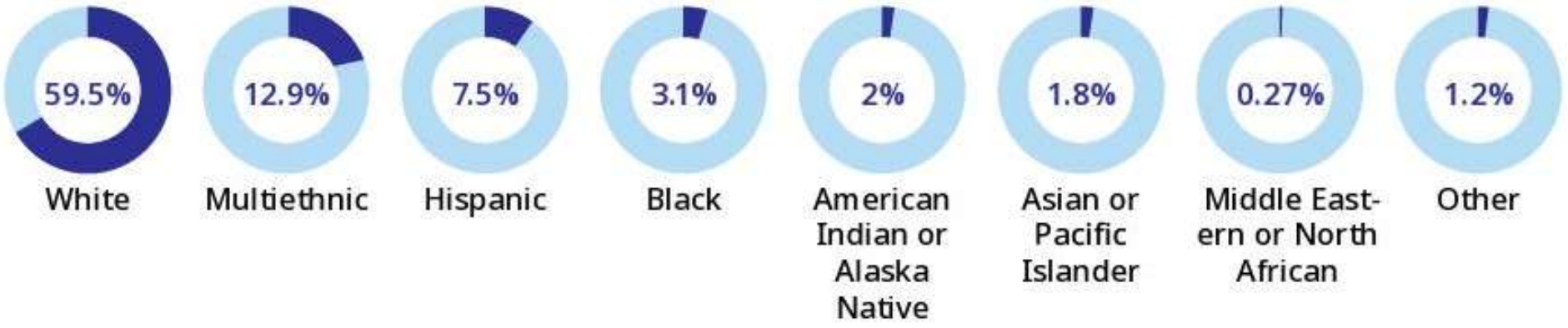
The graphic shows only a fraction of a percent with blindness or vision loss; this is because VR refers most of those clients to the Oregon Commission for the Blind (OCB). The half percent represent people getting services from both VR and OCB.



Race and Ethnicity

The graphic below shows the diversity of people VR serves.

Three in five people served identify as white, and one in eight identify as multiethnic. Others identify as Hispanic (7.5%), black (3%) and American Indian or Alaska Native (2%). The remaining 3.3% identify as “Asian or Pacific Islander,” “Middle Eastern or North African,” or “other”.



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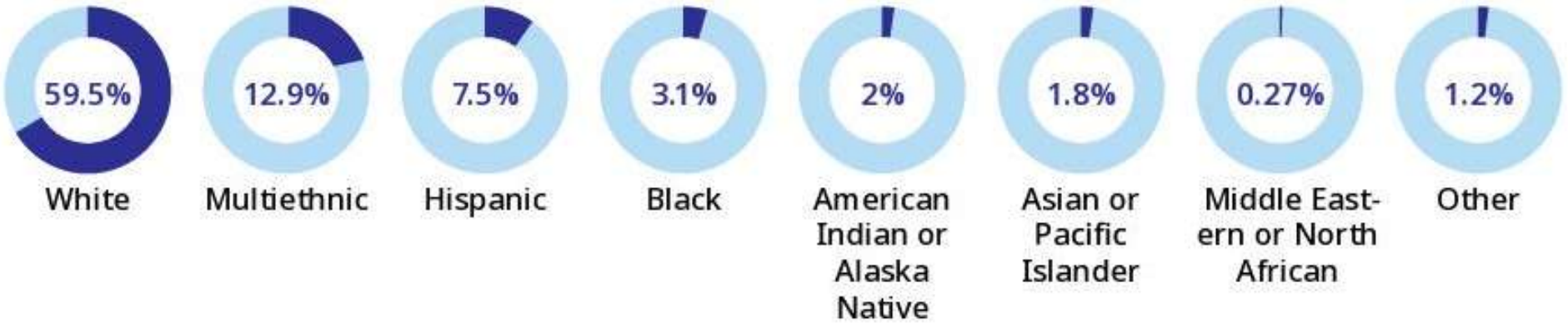


Rates of retention in employment*, second and fourth quarters after exit
VR tracks if clients are still employed six months and 12 months after they exit VR. The graph below shows retention has not fluctuated much over the past nine years.

Average hourly wage at exit

VR tracks hourly wage at the time people exit the program.

This graph shows hourly wages increased steadily, from $12.54 in 2017 to $18.99 in 2025

Questions or discussion points

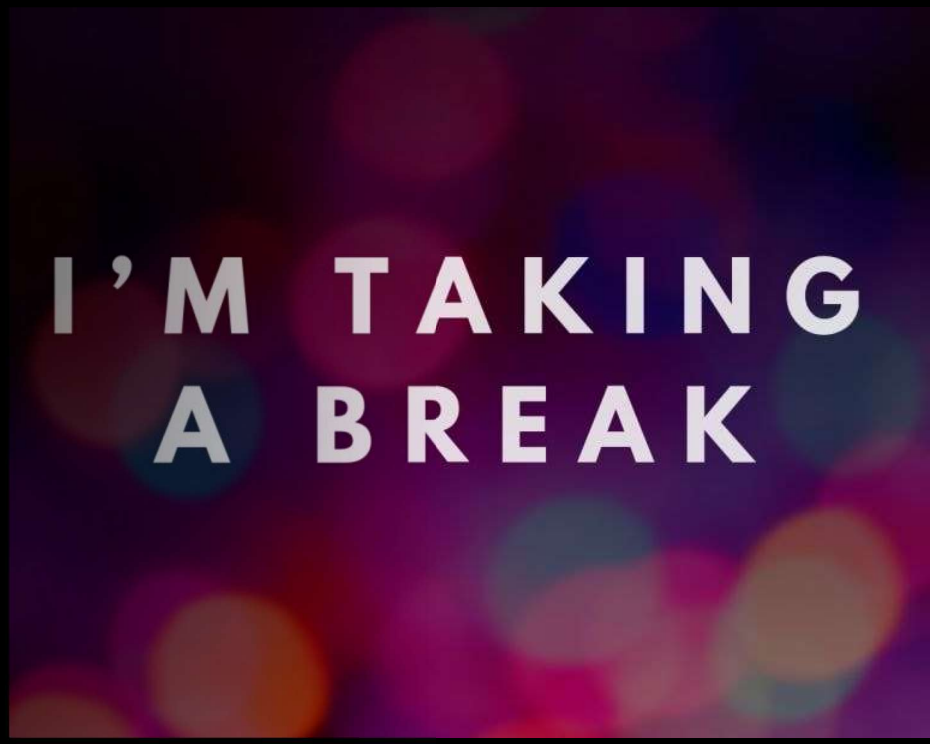
Why is this model important?
What could help these programs be more successful?

Share out: Disability Next Summit, the Future of Disability Inclusion at Work - Topics included:

- Waymo: Creating a more accessible road ahead
- The C-Suite call to action: How business leaders are the missing link for inclusion.
  - Rob Snow Executive Director, Commission for Disability Employment
- Inclusion by Design: Salesforce's Blueprint for building workplaces that work for everyone.
  - By Design, Not as an Afterthought *Building an authentic, AI-powered disability-inclusive workplace culture*.
- FIX YOUR PROCESS, NOT YOUR PEOPLE
  - Human-Centered Performance for the conditions around the work

Break

15-minute break



O4AD report out

- Main session: USAging - National Insights
  - Sandy Markwood, CEO

  The latest from our national association on federal policy, HR 1 implementation, mid-term elections

- AgeTech, AI, and Accountability
- Oregon Dementia and Healthy Brain Initiative (ODHBI) Coalition
- Advisory Council Breakout Session
  - Dave Daley presenting, Transportation issues and advocacy

O4AD report out (cont.)

- What kind of advocacy work around transportation do Advisory Council members want to priorities/focus on?
  - Rural stories would make the biggest difference and help fill in some big gaps
  - We need more input from rural AAAs – stories and data. Bring unresolved issues we can share with legislators
  - We want to include these stories in profile books to talk with legislators
  - Connecting with your Advisory Council Support and leadership to let them know that we're looking for stories

O4AD report out (cont.)

- Advisory council suggested topics for 2027:
  - More Transportation Discussion would be great!
  - Disability Parking Placards & Education
  - What everyone's status is on OPI-Classic
    - Have people bring the stats with them
    - Can we get someone from the State here for the discussion?
    - Collecting the information and stats for the upcoming legislative session to have conversations with legislators

HR1 (“The Big Beautiful Bill”) impacts to DCHS programs

SNAP (Supplemental Nutrition Assistance Program)

Medicaid and Oregon Health Plan (OHP)

SNAP

Starting October, SNAP recipients ages 18 to 64 who do not have dependents under age 14 must meet HR1 work requirements. HR1 also restricts SNAP eligibility for certain non-citizens, mainly affecting individuals with refugee or asylum status.

Medicaid/OHP

Starting in 2027, HR1 requires Oregon Health Plan members to renew their benefits more frequently. Certain adult members must meet work activity requirements. The law also limits Medicaid eligibility for non-citizens, who may be moved from OHP to Healthier Oregon.

HR1: How staff can support clients

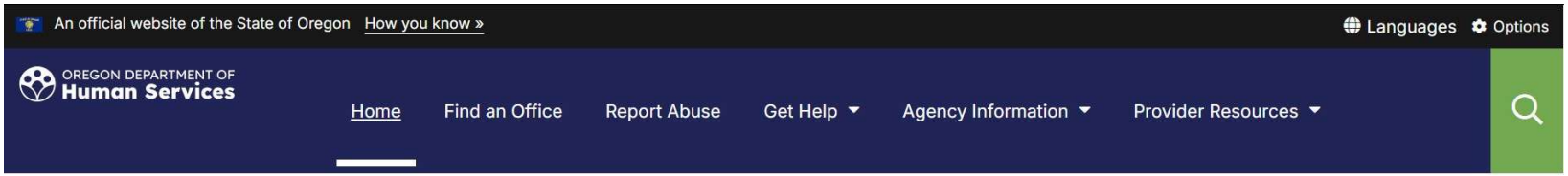
- **Work Requirements:** Help clients track and report their 80-hour monthly work or activity requirement using this ODHS reporting form. Meeting SNAP work rules also satisfies Medicaid requirements.
- **Exemptions:** Inform clients that many people qualify for exemptions (including students, caregivers, individuals with health conditions, and residents of designated Tribal lands). Encourage clients to report their circumstances to ODHS to secure an exemption.
- **Contact Information:** Remind clients to keep their address, phone number, and email updated at Benefits.Oregon.gov or by calling 1-800-699-9075.
- **Renewal Notices:** Advise clients to watch for official mail from ODHS or OHA and respond before state deadlines.

HR1: How staff can support clients (cont.)

Community Empowerment & Benefits Preservation Project (CEBPP)

DCHS is leading the Community Empowerment & Benefits Preservation Project (CEBPP) and hosting an internal HR1 workgroup. This initiative brings together liaisons from Health, DCJ, HSD, Libraries, and state partners (ODHS and OHA) under our "Stronger Together" framework to expand qualifying volunteer, educational, and caregiving pathways for clients.

Toolkits for SNAP Partners



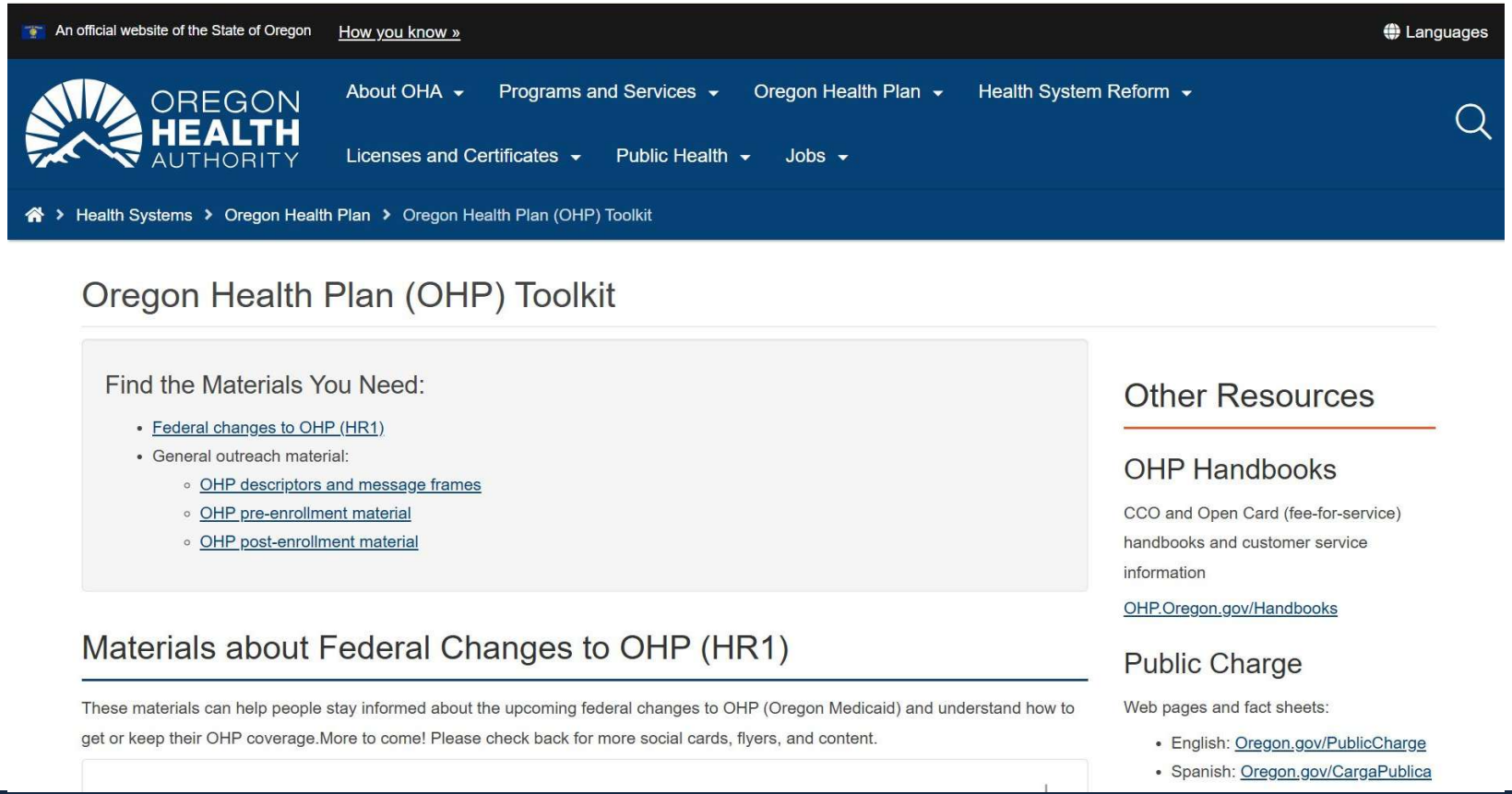
Toolkits for SNAP Partners

Simple, sharable resources to help you help others

This page is for **partners and community groups** that help people who use **SNAP benefits**. It includes simple, ready-to-share materials you can use to keep people informed, including updates about ongoing changes.

See also > H.R. 1 hub for ODHS/OHA partners

Oregon Health Plan (OHP) Toolkit



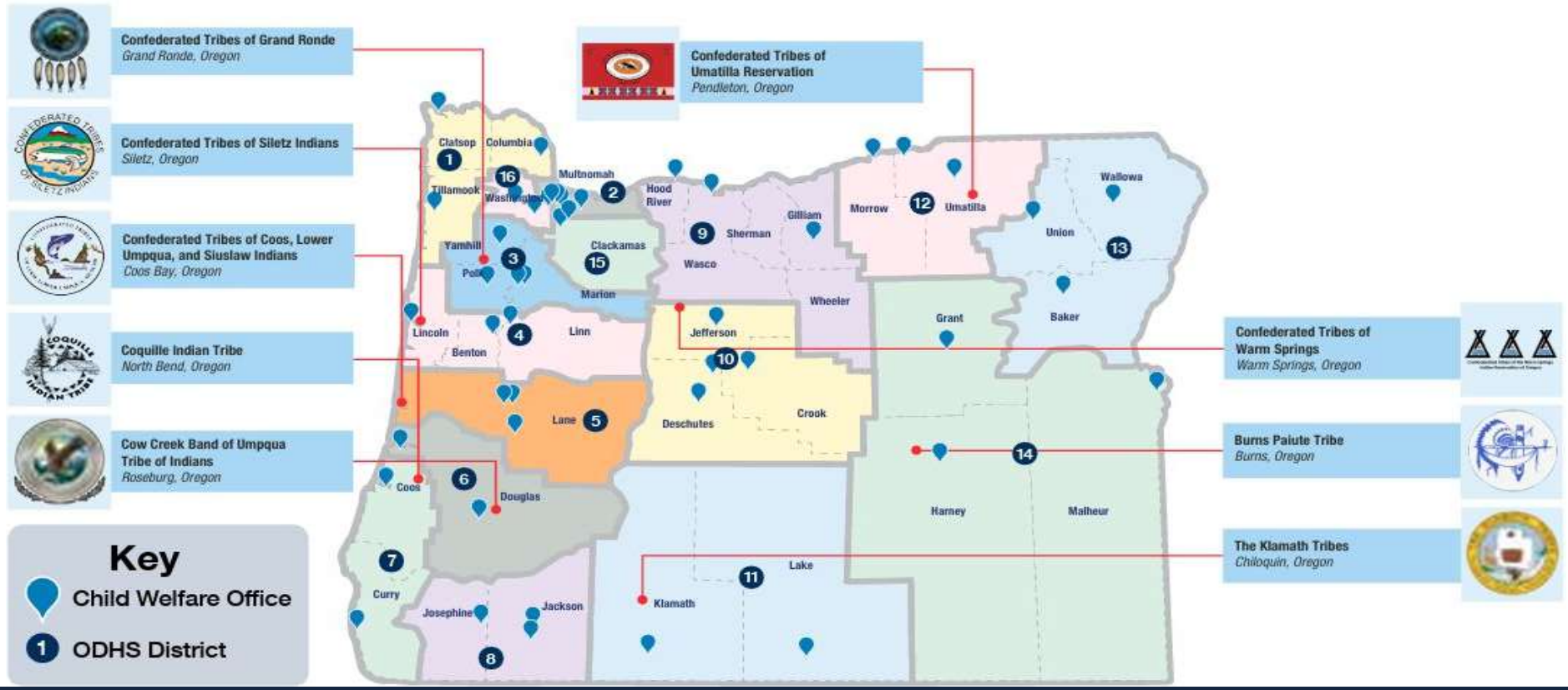
Oregon Health Plan (OHP) and SNAP Toolkits

https://www.oregon.gov/odhs/news/pages/hr1-partner-updates.aspx

Area Plan- Tribal Coordination: Statewide Meet & Greet

2026 Title VI Meet & Greet
Grande Ronde, Oregon
September 29 and 30

Nine Tribes of Oregon and ODHS District Map



Looking ahead: Council development next steps

- DSAC bylaws update and approval process
- Nominating and voting on a Chair and Vice Chair

Announcements

- Statewide DSAC Fall Quarterly Meeting
  Tuesday Oct. 27, 2026, from 2:00 p.m. – 4:00 p.m. on Zoom
- Please join us for The National Family Caregiver's Month and Veterans Day Proclamations
  - Wednesday, November 4, 2026
  - Proclamation at 12:00 noon
  - Refreshments and reception to follow
  - Where: Multnomah Building 501 SE Hawthorne Blvd Boardroom, First Floor Portland, OR 97214

Public comment (10 minutes)

Future meetings

- DSAC: Wednesday, November 18, 2026
- ASAC: Tuesday, November 17, 2026

Reminder

- Help recruit new members to our Disability Services Advisory Council!

Thank you for attending!